



Ridgeview Coaching

thrive through life's transitions

Team Leader Guide–Discerning if Coaching is for you

Outcomes | Will coaching get you where you want to go?

- What do you hope the coaching process offers that you're not able to do yourself?
- What change will have occurred by the end of the coaching process?
- How do you imagine coaching getting you there? ^{[[L]]}_{[[SEP]]}
- To achieve desired outcomes, what do you need from your staff? Your management/council? The team members being coached?
- What might impede progress toward your desired outcomes? (e.g. lack of urgency, competing demands, staff turnover, etc.)

Expectations | What do you expect from your coach and the coaching process?

- Do you want your coach to raise questions that clarify priorities?
- Are you willing to have your coach question your assumptions? Help you define your reality? Hold you accountable for agreed upon action steps?
- Do you want the coach to be a dialogue partner? A resource provider?
- How often do you wish to connect with your coach? How will you connect? (e.g. phone or video conferencing)
- Do you want your coach to assess you and your leadership? ^{[[L]]}_{[[SEP]]}
- Do you want help revisiting your purpose? Core values? Long-range plans? ^{[[L]]}_{[[SEP]]}
- What do you expect from your coach besides being present at scheduled times? ^{[[L]]}_{[[SEP]]}
- Whom will the coach meet with on a regular basis? Occasionally? ^{[[L]]}_{[[SEP]]}
- How would you like to communicate with your coach between sessions?
- How often would you like the coaching process evaluated? (e.g. every ninety days)

Expectations | Council Coach – What do you hope your team will take from the session?

- The coach will inquire about certain interactions and feelings observed during the meeting that may cause discomfort among team members. Are you fine with this?
- What do you hope team members might take away from the coaching experience?
- Teams are responsible for implementing action plans. Do you want the coach to follow-up after the session? If so, how, how often and with whom?
- Are the concerns with basic team functioning or team vision and goal seeking?
- What would be most helpful for you as the team leader?
- Are there specific issues you would like the coach to address?
- Do team members understand the role of a coach and the purpose of having a coach present?

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